Receipt Date: Fri August 31, 2018 7:15 PM

Docket Number: 10181329

## Discrimination Complaint Form Details

**1. Enter information about yourself.**

| | |
|---|---|
| First Name: | Lisa |
| Last Name: | Cash |
| Address: | [redacted] |
| City: | Tacoma |
| State: | WA |
| Zip Code: | 98404 |
| Best Time to Call You: | DAY |
| Primary Phone Number: | [redacted] |
| Alternative Phone Number: | |
| Your Email Address: | t[redacted] |

**2. Who else can we call if we cannot reach you?**

Contact's Name:

Daytime Phone Number:

Relationship to you:

**3. Who was discriminated against?**

Myself

If someone other than yourself please include:

Injured Person's Name:

Daytime Phone Number:

Evening Phone Number:

Relationship to You
(eg. son or daughter)

Injured Person's Address:

City:

State:

Zip Code:

**4. What institution discriminated?**

| | |
|---|---|
| Institution Name: | Tacoma Public Schools |
| Address: | 5830 S. Pine St |

| | |
|---|---|
| City: | Tacoma |
| State: | WA |
| Zip Code: | 98409 |
| School or department involved: | Edison Elem. |

**5. Have you tried to resolve the complaint through the institution's grievance process, due process hearing, or with another agency?**

Yes

| | |
|---|---|
| Agency Name: | Tacoma PS and Tacoma Ed Asso |
| Date Filed: | 06/26/2018 |
| Current status of the complaint: | I was fired, both appeals were denied. My Union Rep said that they could fire me if 'they didn't like me', that was the law. I get that, then don't lie on my evaluation and say that I didn't do my job. |

**6. Describe the discrimination**

On what basis were you discriminated against?

retaliation;

Description of each discriminatory action:

I was retaliated against by TPS Superintendent- Carla S, School Board and Edison Admin Henry Smith and Brett Sizemore. It was said that I didn't do my job. My job was to advocate for children and families. I did my job so well that it became threatening and the only way to keep my quiet was to get me out of the way. 1. I became my building Union Rep. and asked them to come in and be available to the staff. 2. 1 child was put in a Self contained classroom many hours a day, many days a week without even notifying the family. Brett S. was hear saying "He'll be in TLC by Thursday." This is a HUGE Special Education violation to both this family and the other 6 children already qualified to be in Spec. Ed classroom. When he was treated poorly as a guest in that classroom, I spoke to the resource room teacher. She spoke to the classroom teacher who went to the Admin with the concern. Without being able to complete my curriculum, I was removed from the classroom. (I was the eyes and ears to the mis-treatment;whistle blower. 3. Another students was denied access to her grade level assigned Counselor-me, because the Admin had issues with the mom (and now with the School Counselor). 4. Student records were left exposed for parents to view. The particular student was on a safety plan and required to be 'line of sight' and other parents saw it. 4. (FERPA) Student test scores were encouraged to be publicly displayed to "create peer pressure". When I went to the teacher directly she stated "No last names are posted"...really parents know the kids in the class, and they know each other and WILL compare, if allowed. 5. Admin was threatened by my experience and didn't like the 'growth opportunity' so when I suggested anything or disagreed with them, they just quit talking to me. The co Counselor got to go on field trips, had coffee bought for her, buy food and party favors or building events. My participation was limited to bathroom breaks for kids, outdoor supervision and wiping tables. 6. (Directed to always carry a walkie-talkie) When I was in classrooms providing guidance lessons, 'doing my job' and couldn't be found in my office, I was mandated to use the Outlook calendar. I

did. I continued to do my job, they couldn't find me. It was used against me as having poor time management, unable to locate, etc, even when I stated to the "I was just going my job". It all re appeared on my evaluation. They couldn't control me. 7. Everyday I wrote down what time I arrived and left. I was being monitored because I was 1 time 3 minutes late for work. This created an intimidating and a hostile work environment. Others were as well, while 'favorites' had the freedom to come and go as they pleased. 8. I asked on three different and went over both Admins heads when 12 weeks into the school year no effort was made to support me in securing the curriculum to do my guidance lessons. I was told to write a proposal to the Office Mgr for approval. 9. Admin went to HR to get support to 'deal with me' apparently many times. Never once did they tell me what I could do to better improve my work. Even both of my observations were positive and I was given NO feedback. Then I was blindsided and sabotaged on my evaluation. 10. Finally, after my one minute, 'you won't continue with us next year' evaluation reveal, combined 2 Administrators said ONLY 6 words to me from April 26, 2018-June 15, 2018. One, 4 word phrase, was because I was not the person that he was looking for.

Do you have written information that you think will help us understand your complaint?

Yes

**7. When did the last act of discrimination occur?**

Enter the date: 06/26/2018

Are you requesting a waiver of the 180-day filing time limit for discrimination that occurred more than 180 days before the filing of this complaint?

No

Reason for not filing complaint before 180 days.

Reason:

**8. What would you like the institution to do as a result of your complaint?**

1.Accurately and without bias correctly reflect the work that I did while with Tacoma Public Schools on my evaluation, 2. Separate these two and re-train ALL Administrators what retaliation looks like and that it's illegal. Train ALL Admin about the roles of each persons job in their building and their significance. Sp. Ed. Dept was informed that theses things were happening, and also turned a blind eye. Train all Admin. the law and district policy regarding qualifying for Special Education and why it should a process, not a decision. 3. I would like to call for the Superintendents resignation for allowing this to happen with no regard to the 'climate' these men are creating and the treatment of their staff. 4. Some action needs to hold the School Board accountable. I did reach out to each of them with these concerns. With no regard or concern my contract was terminated.?? Financial sanctions, I don't know what my options are. 5. I want a School Counselor job with Tacoma Public Schools